



**Financial Incentives to  
help you Build Your  
Health & Safety Program**



# Motivating Workplaces to Work Safe!

Why do workplaces develop and implement Health & Safety Management Systems (HSMS)?

- To protect their employees from injury & illness
- To comply with legal requirements
- To pre-qualify for construction projects requiring HSMS certification (COR™)
- To receive a financial incentive (rebate) from the WSIB and/or Ministry of Labour, Training, & Skills Development (MLTSD)

# Perceived Barriers to Workplaces Implementing HSMS

- Not legislatively required
- Takes time, effort and resources to develop and implement a HSMS
- Buyers of products and services are not asking for it
- It costs money to develop, implement & maintain
- Access to training and resources are difficult to find

# Changes to Ontario's Incentive Programs for Health & Safety

- WSIB launched the Health & Safety Excellence Program November 1, 2019
- Ministry of Labour Training & Skills Development (MLTSD) announced their Accreditation Program launch November 22, 2019
- IHSA has worked with both parties to align the requirements in COR

# How Can IHSA Assist your Workplace?

- IHSA is an approved Provider for WSIB's Health & Safety Excellence Program (currently over 300 registered firms);
  - Join & participate – earn financial rebates along the way
- COR™ 2020 meets the Ministry's Supporting Ontario's Safe Employers (SOSE) accreditation standard
  - Once your HSMS is developed – apply for SOSE and earn financial rebates for an additional three years

- IHSA's Implementation Plan;
  - WSIB's Excellence Program is the platform to build COR elements and receive a financial incentive
  - COR certified/registered; complete missing topics and receive a financial incentive
  - COR is the logical road map to achieve MLTSD Accreditation and collect a financial incentive.

# HSEp Incentive Calculations

- A rebate is awarded for **every topic** you implement (participants can select 1-5 Topics/year)

Achieve **1.4% or 2% (of premiums) per topic** completed

## **Rebate minimum and maximum:**

- Receive a minimum of \$1000 per completed topic, up to 75% of your annual premiums
- Receive a maximum of \$50,000 per completed topic

## Incentive Schedule:

Year in program	Business size is less than or equal to 20% predictability (% of premium)*	Business size is greater than 20% predictability (% of premium)*	Maximum incentive
1	15	10	\$300,000
2	10	7	\$200,000
3	5	5	\$100,000



## Stages of Health and Safety Excellence program (HSEP) and COR™



### COR™ Registered

If your company is COR™ registered, the following HSEP topics are available.

- Leadership and Commitment
- Health and Safety Responsibilities
- Health and Safety Communication
- Health & safety Participation
- Recognition of Hazards
- Risk Assessment
- Control of Hazards\*
- Injury, Illness, and Incident Reporting
- Incident Investigation and Analysis
- First Aid
- Corrective Action
- Control of Documents
- Control of Records
- Contractor Management Program
- Competency
- Health and Safety Objectives
- Health and Safety Training
- Legal and Other Requirements
- Health and Safety Accountabilities
- Emergency Prevention and Preparedness
- Emergency Response
- Return-to-Work Program Requirements, Forms, and Tools
- Return-to-Work Roles and Responsibilities
- Accommodation and Return to Work Plans
- Pre-Use Inspections
- Preventative Maintenance
- Workplace Health Promotion
- Change Management and Procurement
- Corporate Social Responsibility
- Monitoring, Measurement, and Analysis
- Review Health and Safety Trends
- Management Review
- Networking and Peer Learning
- Health and Safety Continual Improvement Planning
- Internal Audit
- External Audit

■ Foundations ■ Intermediate ■ Advanced



### COR™ Certified

If your company is COR™ certified, the following HSEP topics are available.

- Control of Hazards\*
- Control of Documents
- Control of Records
- Contractor Management
- Workplace Health Promotion
- Change Management and Procurement
- Networking & Peer Learning
- Corporate Social Responsibility



### COR™ 2020 Certified

If your company is COR™ 2020 certified, the following HSEP topics are available.

- Control of Hazards\*
- Workplace Health Promotion
- Networking and Peer Learning
- Corporate Social Responsibility

Visit us at [ihsa.ca](http://ihsa.ca) or call 1-800-263-5024

\*annual eligibility



# More Information & to Register

- For more information or to register for IHSA's HSEp please follow the link below;

<https://www.ihsa.ca/HealthAndSafetyExcellenceProgram>

- For more information or to register for IHSA's COR program please follow the link below;

<https://www.ihsa.ca/cor-home>